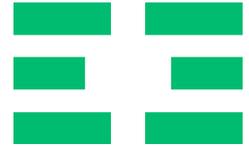


Realty Income

Locations: California (HQ)
Industries: Real Estate

RISK LEVEL:



Lower Risk

DESCRIPTION:

Realty Income does not yield to political activism in shaping corporate governance, preventing initiatives that potentially alienate consumers, divide employees, and harm shareholders. The company implements race and identity-based policies that replace merit, excellence, and integrity with preferential treatment and outcomes. Overall, Realty Income does not embrace corporate initiatives that redirect its central focus from business goals to partisan policies and divisive issues. This approach protects free exercise, free speech, and free enterprise.

Corporate Weaponization

Has canceled customers, suppliers, or vendors due to their political views or religious beliefs OR corporately boycotts, divests, or sanctions regions, people groups, or industries. Lower Risk

Realty Income has not publicly canceled customers, suppliers, or vendors based on political views or religious beliefs (1).

Charitable giving (including employee matching programs) policies or practices discriminate against charitable organizations based on views or religious beliefs. Lower Risk

Realty Income does not appear to discriminate against charitable organizations based on views or beliefs (1).

Employment policies fail to protect against viewpoint or other discrimination and/or are ideological in nature. High Risk

Realty Income's managers completed Unconscious Bias training (1). Realty Income required its employees complete a DE&I foundational course and also offered an optional six-week learning path focused on "confronting bias in the workplace, skills for inclusive conversations, and navigating inclusion during difficult times" (2). Realty Income does not provide viewpoint protections for its employees (3).

Corporate Governance and Public Policy

Uses corporate reputation to support causes, organizations, or policies hostile to freedom of expression. High Risk

Realty Income's CEO Sumit Roy signed the CEO Action for Diversity & Inclusion pledge, which includes a commitment to promote

DEI through bias education training in the workplace (1)(2). The company supports ESG within its business practices (3).

Uses corporate funds to advance ideological causes, organizations, or policies hostile to freedom of expression. Lower Risk

Realty Income has not used corporate funds to advance ideological causes, organizations, or policies (1).

Uses corporate political actions and/or financial contributions for ideological, non-business purposes. N/A

Realty Income does not operate a PAC or engage in lobbying at this time (1)(2)(3).

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